



Islamic Relief Worldwide

Gender Pay Gap

REPORT YEAR 2022

SUMMARY

The Equality Act 2010 requires organisations with more than 250 staff to report on their gender pay gap. Islamic Relief Worldwide welcomes this legislation and shares the actions it has taken to address its own gender pay gap.

The gender pay gap is a statistical indicator that measures the difference between the average earnings of men and women in the workforce. It is usually expressed as a percentage of men's earnings.

Although progress has been made in narrowing the gender pay gap in recent years, there is still a significant disparity between men and women's earnings.



INTRODUCTION

Islamic Relief Worldwide is dedicated to promoting women's rights around the world, guided by our faith-based values.

Although UK law requires equal pay for equal work, we recognise that there may still be less obvious causes of inequality in the workplace. Therefore, we support the gender pay gap legislation issued in 2017, which measures the difference between men and women's average earnings across an organisation, regardless of their job or position.

Relevant organisations are required to publish their gender pay gap data annually. This data must include the following information:

- Mean and median ordinary gender pay gaps.
- Mean and median gender bonus gaps.
- Proportion of men and women who receive bonuses.
- Proportions of male and female employees in each pay quartile.

To hold ourselves accountable and ensure progress, we will publish our gender pay gap report by the annual deadline of 4th April, as required for employers with over 250 workers. We believe that addressing the gender pay gap is crucial for building a fairer and more equal world for everyone, and we are committed to taking action towards achieving this goal.

OBJECTIVES

Our organisation is dedicated to promoting diversity within our workforce, and we have established challenging objectives to meet this goal. Specifically, regarding gender diversity, we have set several targets to achieve, including:

- Identifying areas of gender inequality within Islamic Relief Worldwide (IRW) and recommending practical solutions. The solutions will aim to make and mainstream sustainable structural and cultural changes to advance gender equality.
- Suggesting ways of enhancing the selection and recruitment of women to the organisation, including in leadership positions.
- Identifying how IRW can ensure there is equality of opportunity and encouragement for all to progress their careers within the organisation by addressing the obstacles that are faced by women at major points of career development and progression.
- Reviewing feedback of staff to recommend methods of improving gender equality within the working environment and culture at IRW.
- Highlighting and raising awareness within the organisation of good practices, organisational and Islamic values in relation to gender equality.
- Establishing a work plan with measurable goals and indicators that can be used within a quality framework. This will be used to monitor and evaluate progress, and to ensure accountability.



BUSINESS PRIORITIES

- Gender Equality



ADDED PRIORITIES

- Mean – 12%
- Median 9%
- Every £1 Men
Women earn 91p



EMPLOYEE

- 356 employees
- 66% Male
- 34% Female

GENDER PAY GAP 2022

The purpose of this report

IRW published their first Gender Pay Gap report in April 2017. This report contains IRW's statutory disclosure of the Gender Pay Gap. We have compared both the 'mean' (average) and 'median' (midpoint when all salaries are arranged from highest to lowest) in the hourly rate we paid to men and women on the 'snapshot' date of 5th April 2022. In compiling this report, we have included data for employees that work in the UK on both permanent and fixed contracts. It does not include volunteers or agency workers.

Included in this report is the IRW management response, setting out the actions that are being taken to address the gender pay gap.

Islamic Relief Worldwide Gender Pay Gap 2022 Data

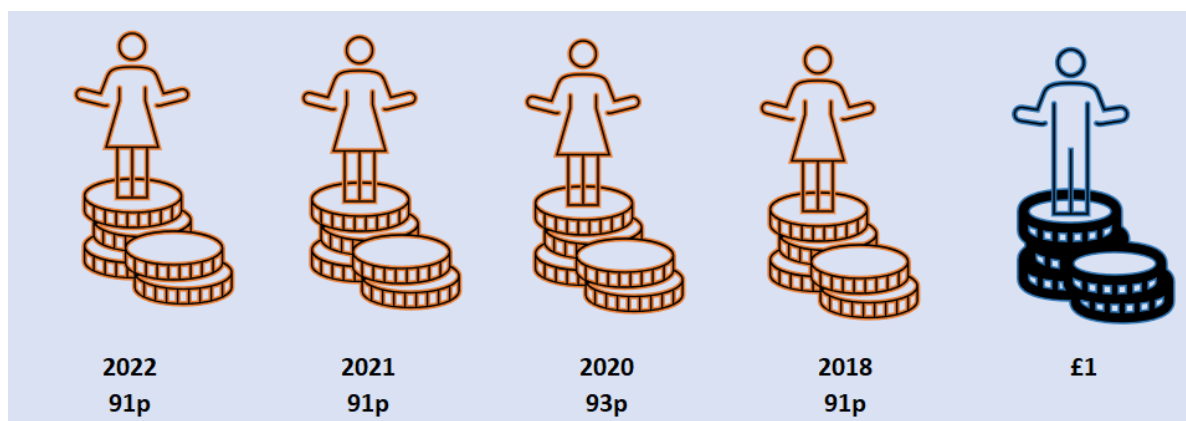
Snapshot date: 5th April 2022

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	12%	9%
Gender Bonus Gap	N/A	N/A

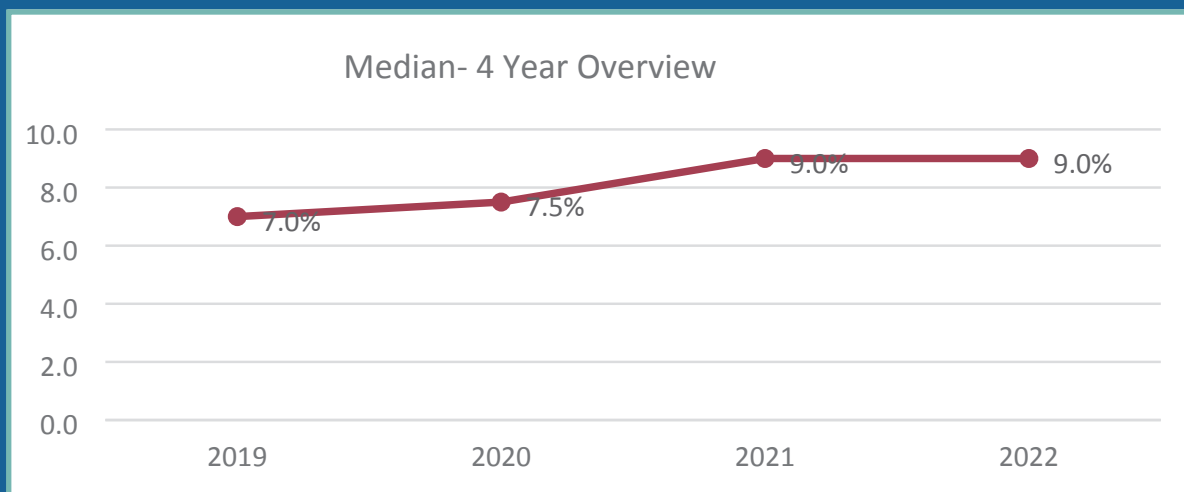
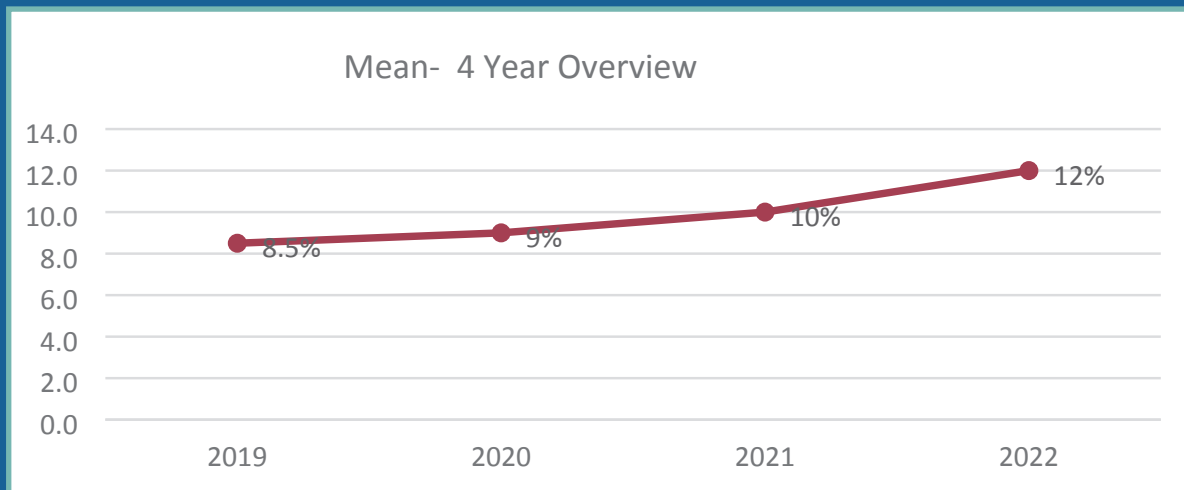
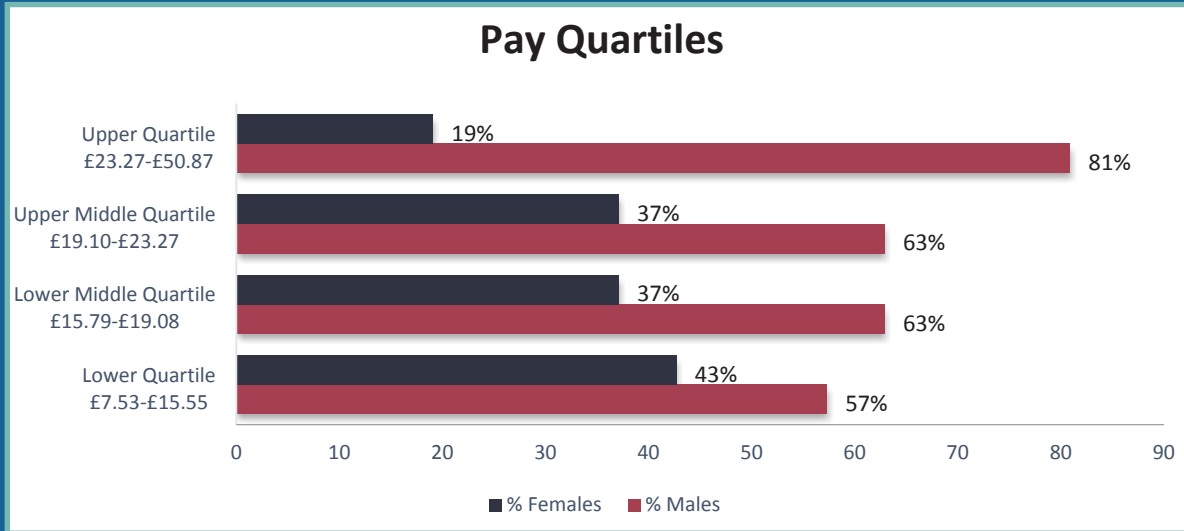
IRW does not award bonuses, so there is no bonus to declare on the gender pay gap report.

Our gender pay gap is calculated using hourly pay data for UK staff who are employed by IRW on the snapshot date of on 5th April 2022. On this snapshot date, 356 employees met the criteria for inclusion in our Gender Pay Gap analysis this year, as set out in the Government Guidance. Of those employees, 235 were male (66%) and 121 (34%) were female.

When comparing average hourly wages (median), women receive 91p for every £1 that men receive.



RESULTS FROM 2022



ACTION TO REDUCE AND CLOSE THE GENDER PAY GAP

The gender pay gap affects all sectors of employment in the UK – last year's national gender pay gap among all UK employees was 15.5%, according to the Office of National Statistics. However, we recognise that the charity sector has a responsibility to lead the way in ensuring that all staff are treated fairly, and women have equal opportunity for career progression, and that barriers to this are eradicated.

To help us close the gender pay gap, we have launched a range of initiatives to recruit and retain a diverse workforce where women are represented at every level of the organisation.

1. IRW GENDER EQUALITY STEERING GROUP

This year we have established our IRW Gender Equality Steering Group, which aims to support the institutional objectives and commitments set out by the Islamic Relief Gender Justice Policy:

- Increase female representation, participation and engagement especially at senior levels
- Ensuring an equal appreciation of the roles that both men and women play in the organisation by increasing female voices across the organisation, removing gender disparities, improving the working lives of women
- Providing a conducive and safe working environment
- Increasing flexibility in the workplace
- Raising gender awareness in the organisation

The scope of the Steering Group is to consider and make recommendations to improve equal opportunities and treatment of women within IRW to ensure fair representation across the organisation. Achieving this will also lead to an improved environment for all in Islamic Relief.

The group focuses on internal policies, structures, application, selection and recruitment processes, as well as opportunities for development and progression for current staff members.

This also includes looking at the working environment and culture of the organisation and the effects this may have on the retention, progression and job satisfaction of staff.

The Chair of the steering group shares a report with the Board of Trustees at the end of each quarter. Each report outlines progress against the group's key objectives and includes a set of clear recommendations.

The recommendations cover:

- HR processes to put in place to improve gender equality in recruitment
- Suggestions around training and personal development to improve career progression within the organisation
- Recommendations around current organisational policies, procedures, and systems to help female colleagues to progress in the organisation
- Recommendations for awareness raising across the organisation.
- Methods that hold senior managers to account for gender progress (eg targets and appraisals)
- Funding/costs
- Monitoring and evaluation of the group's long and short-term goals.

ACTION TO REDUCE AND CLOSE THE GENDER PAY GAP (CONTINUED)

2. FIVE STEPS TO EMPOWERMENT FOR WOMEN AT ISLAMIC RELIEF WORLDWIDE

The IRW Board of Trustees and Board of Directors have agreed a new “5-Steps to empowerment for women” in our organisation. This makes specific commitments in five areas:

- Promoting transformational leadership and getting more women into senior roles
- Ensuring equity and diversity in our aid and development programmes around the world
- Guaranteeing equal pay and equal rights across the organisation
- Amplifying equal voices and fair representation in our external communications and campaigns
- Enhancing our culture of zero-tolerance for discrimination

The Gender Equality Steering Group is now leading on developing a three-year implementation plan for the 5 Steps commitment, and ensuring progress is measured.

3. RECRUITMENT-

- All IRW managers have been enrolled in mandatory training on non-discriminatory recruitment practices and selection.
- The training is designed to equip managers with the skills and knowledge to attract a more diverse pool of applicants.
- IRW has developed and implemented a new recruitment system that ensures for blind shortlisting.

- A recruitment manager has been hired to strengthen recruitment practices and promote IRW as an employer of choice for diverse candidates.
- Anonymised applications and CVs have been introduced for all vacancies to mitigate bias in the recruitment process.

4. FLEXIBILITY AND POSITIVE WORKING ENVIRONMENT-

- IRW values flexible working and acknowledges its positive impact on productivity and staff retention. We have implemented a flexible working policy to support a variety of working arrangements, including flexible working hours, part-time work, and job-sharing opportunities. This policy allows women to return to work after maternity leave with a range of flexible options. The benefits of flexible working apply to staff at all levels and are fully inclusive.
- Over the past year IRW has implemented hybrid working, with staff required to come into the office six days a month.
- We have updated our Parental Policy in October 2022, setting out staff rights during pregnancy, maternity, paternity and adoption
- In 2022 we have also updated other key policies affecting staff wellbeing in the workplace, such as our Grievance Policy, Sickness and Absence Policy, and Dignity at Work Policy.



ACTION TO REDUCE AND CLOSE THE GENDER PAY GAP (CONTINUED)

5. CAREER DEVELOPMENT/ PROGRESSION

- Management development training courses are run throughout the year, for aspiring or new managers to build their skills
- Aspiring manager's courses have been developed to improve women's career progression
- Leadership development training courses are run throughout the year, to support current managers with potential to develop into senior leadership roles
- Training courses are available on managing difficult situations, such as dealing with grievances, disciplinary issues, or investigations
- In 2022 we have updated our Managing Performance and Capability Policy, to support managers.
- Efforts are underway to connect career progression, talent management, and succession planning for a more cohesive approach to individual, team, and organisational development within a clear framework

6. REWARD/ BENCHMARKING SALARIES

- IRW is committed to fairness and transparency in managing staff salaries
- Our rewards policy is reviewed every two years
- A job evaluation process is used to determine the scale, salary grade and complexity of all jobs
- Salaries are benchmarked every three years using external data
- Salaries and benefits are market-driven and comparable to those of staff doing similar roles in similar organisations within the sector
- Salaries are included in public job advertisements to promote transparency and encourage diverse applicants

CONCLUSION

Islamic Relief Worldwide (IRW) is committed to closing the Gender Pay Gap.

I have also personally endorsed and committed to our new 5 Steps to Empowerment for Women at IRW. I am confident that these commitments will help us get more women into senior leadership roles, better support current women staff to develop and progress in their careers and promote equality across the organisation.

As outlined within our Dignity at Work Policy, IRW is committed to create and maintain a culture whereby all staff are treated with dignity, respect and have equal opportunities. We believe that monitoring our gender pay information will help us to ensure that all staff are fairly remunerated and have the same opportunities available to them. Increasing transparency around gender pay data will enable us to more effectively monitor and scrutinise our policies, and ensure that we are putting in place effective strategies to close the gender pay gap and ultimately eliminate it from our organisation.

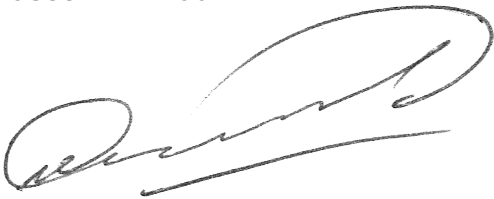
We are continually reviewing all our policies and procedures for inclusion and accessibility for all employees. The policies which have been updated this year include: Grievance, Sickness & Absence, Parental, Code of Conduct,

Managing Performance and Capability and Dignity at Work policies. These policies are available for all staff to view on our Intranet. We remain committed to being transparent in our approach to setting pay and reward. Our approach to pay and how it is determined is published in our rewards policy, which is also available on our Intranet for staff to view.

However, we recognise that more must be done. We acknowledge there is no quick fix that will ensure that this gap is plugged, and our solutions will take time to show their impact; but we are determined to see female representation across the organisation grow, especially in leadership positions. We will continue to act to ensure that women are supported to succeed and thrive within IRW.

I confirm that I have reviewed the data used and the calculation of the Gender Pay Gap and that to the best of my knowledge and belief the required elements are accurately expressed following The Equality Act 2010, Gender Pay Gap Information Regulations 2017.

Waseem Ahmad



Chief Executive Officer



Islamic Relief Worldwide

19 Rea Street South
Birmingham
B5 6LB
United Kingdom

Tel: +44 121 605 5555
Fax: +44 121 622 5003

irw@irworldwide.org
www.islamic-relief.org

Registered Charity No. 328158
Registered Company No. 02365572